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Financing of the United Nations Peacekeeping Force in Cyprus

Budget for the United Nations Peacekeeping Force in Cyprus for the period from 1 July 2016 to 30 June 2017

Report of the Secretary-General

Contents

		Page
I.	Mandate and planned results	5
	A. Overall	5
	B. Planning assumptions and mission support initiatives	5
	C. Regional mission cooperation	7
	D. Results-based-budgeting frameworks	8
II.	Financial resources	29
	A. Overall	29
	B. Non-budgeted contributions	30
	C. Efficiency gains	30
	D. Vacancy factors	30
	E. Contingent-owned equipment: major equipment and self-sustainment	31
	F. Training	32
	G. Mine detection and mine-clearing services	32
III.	Analysis of variances	33
IV.	Actions to be taken by the General Assembly	36

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V. Summary of follow-up action taken to implement the decisions and requests made by the General Assembly in its resolutions 69/307 and 69/296, including requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly 36

A. General Assembly 36

B. Advisory Committee on Administrative and Budgetary Questions 38

Annexes

I. Definitions 39

II. Organization charts 41

Map 43

Summary

The present report contains the budget for the United Nations Peacekeeping Force in Cyprus (UNFICYP) for the period from 1 July 2016 to 30 June 2017, which amounts to $55,492,300, exclusive of budgeted voluntary contributions in kind in the amount of $710,200.

The proposed budget in the amount of $55,492,300 represents an increase of $2,953,800, or 5.6 per cent, compared with the apportionment of $52,538,500 for the 2015/16 period.

The proposed budget provides for the deployment of 888 military contingent personnel, 69 United Nations police officers, 39 international staff and 119 national staff.

The total resource requirements for UNFICYP for the financial period from 1 July 2016 to 30 June 2017 have been linked to the objective of the Force through a number of results-based frameworks, organized according to components (political and civil affairs, military, United Nations police and support). The human resources of the Force, in terms of number of personnel, have been attributed to the individual components, with the exception of mission executive direction and management, which can be attributed to the Force as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have been linked, where applicable, to specific outputs planned by the Force.

Financial resources

(Thousands of United States dollars; budget year is from 1 July to 30 June)

Category	*Expenditures (2014/15)*	*Apportionment (2015/16)*	*Cost estimates (2016/17)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	23 684.0	23 586.2	23 293.2	(293.0)	(1.2)
Civilian personnel	13 972.8	13 168.3	13 900.0	731.7	5.6
Operational costs	15 537.7	15 784.0	18 299.1	2 515.1	15.9
Gross requirements	**53 194.5**	**52 538.5**	**55 492.3**	**2 953.8**	**5.6**
Staff assessment income	2 236.0	2 091.8	2 283.4	191.6	9.2
Net requirements	**50 958.5**	**50 446.7**	**53 208.9**	**2 762.2**	**5.5**
Voluntary contributions in kind (budgeted)	595.1	1 068.3	710.2	(358.1)	(33.5)
Total requirements	**53 789.6**	**53 606.8**	**56 202.5**	**2 595.7**	**4.8**

Human resources[a]

	Military contingents	*United Nations police*	*International staff*	*National staff*[b]	*Total*
Executive direction and management					
Approved 2015/16	–	–	3	–	3
Proposed 2016/17	–	–	5	–	5
Components					
Political and civil affairs					
Approved 2015/16	–	–	10	13	23
Proposed 2016/17	–	–	12	15	27
Military					
Approved 2015/16	834	–	2	2	838
Proposed 2016/17	862	–	2	2	866
United Nations police					
Approved 2015/16	–	69	1	1	71
Proposed 2016/17	–	69	1	1	71
Support					
Approved 2015/16	26	–	17	101	144
Proposed 2016/17	26	–	19	101	146
Total					
Approved 2015/16	860	69	33	117	1 079
Proposed 2016/17	888	69	39	119	1 115
Net change	**28**	**–**	**6**	**2**	**36**

[a] Represents highest level of authorized/proposed strength.
[b] Includes National Professional Officers and national General Service staff.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

A. Overall

1. The mandate of the United Nations Peacekeeping Force in Cyprus (UNFICYP) was established by the Security Council in its resolution 186 (1964). The most recent extension of the mandate was authorized by the Council in its resolution 2263 (2016), by which the Council extended the mandate until 31 July 2016.

2. The Force is mandated to help the Security Council achieve an overall objective, namely, ensure peace and security in Cyprus and a return to normal conditions.

3. As part of that overall objective, UNFICYP will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are organized according to components (political and civil affairs, military, United Nations police and support).

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Force, and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of UNFICYP, in terms of number of personnel, have been attributed to the individual components, with the exception of executive direction and management, which can be attributed to the Force as a whole. Variances in the number of personnel compared with the 2015/16 budget, including reclassifications, have been explained under the respective components.

5. The headquarters for the Force and sector 2 are located in Nicosia, where the Office of the Special Representative of the Secretary-General/Chief of Mission is also located, while the headquarters for sectors 1 and 4 are based in Skouriotissa and Famagusta, respectively. The Force provides administrative, logistical and technical support to the substantive, military and United Nations police personnel deployed at its main sector headquarters as well as to military personnel located at 6 camps, 12 patrol bases and observation posts and 8 United Nations police stations.

B. Planning assumptions and mission support initiatives

6. Planning for the 2016/17 period takes into consideration the increase in troop strength from 860 to 888 military personnel approved by the Security Council in its resolution 2263 (2016). The activities of UNFICYP will continue to focus on creating conditions conducive to the achievement of a comprehensive settlement of the Cyprus problem and a return to normal conditions. In that regard, UNFICYP will continue to maintain calm along the 180 km buffer zone, including working with both sides to preserve the military status quo and monitoring and managing civilian activities, including by taking measures against the unauthorized use of the buffer zone. UNFICYP will also continue to facilitate the resolution of conflicts and disputes between the two communities, promote mutual dialogue and cooperation through bicommunal activities and provide humanitarian assistance to members of both communities, as required.

7. The overall context in which UNFICYP operates has changed considerably, with intercommunal talks having resumed in May 2015. Progress has been made in the negotiations, leading to increased levels of trust between the communities and a willingness to engage in bicommunal activities. That, together with a demined buffer zone and the opening of seven crossing points in recent years, has led not only to an increase in the number of bicommunal activities supported by UNFICYP, but also to increased desire on the part of civilians to farm, hunt, construct and work in the buffer zone, whether authorized by UNFICYP or not. While the Office of the Special Adviser of the Secretary-General on Cyprus continues to focus on the facilitation of negotiations towards a comprehensive settlement agreement, expectations that UNFICYP will assist the sides in the implementation of confidence-building measures, facilitate bicommunal activities and provide support for the facilitation of the negotiations by the United Nations have increased considerably.

8. During the 2016/17 period, UNFICYP will continue to facilitate the implementation of confidence-building measures requested and agreed upon by the leaders of both communities. Such measures will include the opening of new crossing points and demining, which will be implemented with the support of the United Nations Mine Action Service. In addition to the clearance of minefields as agreed by the leaders, demining activities will include the analysis of future risks of unexploded ordnance where appropriate and planning for future mitigation activities.

9. During the 2015/16 period, the Force assumed new responsibilities for the facilitation of seven technical committees, in addition to its ongoing support for the Technical Committee on Crime and Criminal Matters. As the sides move towards a settlement, UNFICYP will coordinate the transition planning on the ground in collaboration with United Nations Headquarters, in line with Security Council resolution 2263 (2016).

10. UNFICYP will assist the Special Representative of the Secretary-General/ Head of Mission, in her role as principal adviser and deputy to the Special Adviser of the Secretary-General on Cyprus, in her efforts to support the full-fledged negotiations between the Greek Cypriot and Turkish Cypriot leaders. The Force will also provide substantive and logistical support to the Office of the Special Adviser, including a significant increase in support for the meetings of bicommunal technical committees, working groups and other expert groups that discuss matters of common concern. To that end, UNFICYP will continue to designate substantive staff (political, civil affairs and public information), support staff and police officers to support the Secretary-General's good offices mission in Cyprus and facilitate technical committees as required.

11. UNFICYP will continue to coordinate the United Nations country team in Cyprus, which includes the Secretary-General's good offices mission in Cyprus, the United Nations Development Programme, the Office of the United Nations High Commissioner for Refugees and the Committee on Missing Persons, to ensure maximum synergies in support of the efforts of the parties involved to reach and implement a durable settlement.

12. The support component will continue to provide the logistical, administrative and security services necessary for UNFICYP to implement its mandate. During the 2016/17 period, the Force proposes to align its structure with that of other

peacekeeping missions to improve the efficiency and effectiveness of support functions. Specifically, it will restructure its Mission Support Division to realize the full benefits of improved service delivery and management oversight. In the proposed new structure, Integrated Support Services will be replaced with three sections: the Engineering and Facilities Management Section, the Service Delivery Section and the Supply Chain Management Section. In addition, the Property Management Unit will be integrated into the Supply Chain Management Section. Furthermore, a Claims, Property Disposal and Sector Coordination Unit will be established and will form part of the immediate Office of the Chief of Mission Support. Finally, the Information and Communications Technology Section will be renamed Geospatial Information and Telecommunications Technology Services in order to focus on collecting and using geospatial data to better monitor the buffer zone, in response to the recent increase in civilian activities.

13. A number of energy conservation projects have been successfully implemented by UNFICYP in the past, and the Force will continue its efforts in that regard. During the 2016/17 period, it will focus on reinforcing its physical infrastructures, ensuring the safety and security of its camps and observation posts and the accessibility and safety of its patrol tracks, as well as ensuring that fire and safety standards are maintained in accordance with the standards of the host country. To that end, the proposed budget for the 2016/17 period provides for materials and work to enhance protection measures such as fencing, closed-circuit television and the reinforcement of guard positions and repositioning of guard posts. In addition, given the new political climate arising from recently agreed-upon confidence-building measures, the proposed budget provides for additional resources required to support the proposed increase in staffing levels, such as the acquisition of vehicles, computer equipment and office furniture.

14. With regard to efficiency initiatives, best practices and resource reprioritization, the Force is currently in discussions with the Electricity Authority of Cyprus on the connection of additional observation posts to the national power grid. Such a connection will reduce the consumption of diesel during the 2016/17 period. As in previous budget periods, during the 2016/17 period UNFICYP will extend, where feasible, the lifespan of equipment in various areas, including facilities and infrastructure, communications and information technology, beyond its normal useful life. Furthermore, it will replace three generators with more fuel-efficient models.

15. As in the prior period, staff members will be encouraged to utilize self-paced, distance and e-learning opportunities in all training-related activities, while the train-the-trainer policy will continue to be implemented as standard practice, given the benefits yielded therefrom during the implementation of the International Public Sector Accounting Standards and Umoja.

C. Regional mission cooperation

16. UNFICYP will continue to be the designated safe haven for the United Nations missions in the region and the administrative place of assignment for United Nations entities operating in the Syrian Arab Republic and Yemen. The growing instability in the region and the continuing risk of tensions around Cyprus will require continued regional mission cooperation. In that regard, UNFICYP will

continue to maintain close cooperation with other United Nations missions in the region, including the United Nations Interim Force in Lebanon (UNIFIL), the United Nations Disengagement Observer Force (UNDOF), the United Nations Truce Supervision Organization (UNTSO), the Office of the United Nations Special Coordinator for Lebanon and the Office of the United Nations Special Coordinator for the Middle East Process. The Force will continue to participate in the conference of the regional force commanders. It will also continue to provide full support to the Committee on Missing Persons and the Secretary-General's good offices mission in Cyprus.

17. UNFICYP will continue to rely on support from UNIFIL, including in relation to its participation in the regional information and communications technology services initiative, which is intended to achieve economies of scale in the provision of information and communications technology services for UNDOF, UNIFIL, UNTSO and UNFICYP. Furthermore, the Force will participate in regional training initiatives to achieve the cost-effective delivery of common programmes. Finally, the Force will request assistance from UNIFIL, when required, with regard to HIV/AIDS counselling and conduct and discipline matters as part of regional cooperation initiatives between missions in close proximity.

D. Results-based-budgeting frameworks

18. In order to facilitate the presentation of proposed changes in human resources, six categories of possible action with respect to staffing have been identified. Definitions of the terms used with respect to the six categories are contained in annex I.A to the present report.

Executive direction and management

19. Overall mission direction and management are to be provided by the immediate Office of the Special Representative of the Secretary-General.

Table 1
Human resources: executive direction and management

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Office of the Special Representative of the Secretary-General									
Approved posts 2015/16	1	–	–	1	1	3	–	–	3
Proposed posts 2016/17	1	–	–	3	1	5	–	–	5
Net change[a]	–	–	–	2	–	2	–	–	2

[a] See table 2.

International staff: increase of 2 international posts

Table 2
Human resources: immediate Office of the Special Representative of the Secretary-General

	Change	*Level*	*Functional title*	*Post action*	*Description*
Posts					
	+1	P-3	Special Assistant/ Political Affairs Officer	Establishment	
	+1	P-3	Conduct and Discipline Officer		
Net change[a]	**+2**				

[a] See table 1.

20. The approved staffing establishment of the Office of the Special Representative of the Secretary-General consists of three posts (1 Special Representative of the Secretary-General and Head of Mission (Assistant Secretary-General), 1 Administrative Officer (P-3) and 1 Personal Assistant (Field Service)). The ongoing intercommunal talks will continue to have an impact on the workload of the Office. In addition, the increase in authorized and unauthorized activity in the buffer zone will have implications for the security situation. Furthermore, there is increased interest on the part of civil society in greater engagement between the two communities. Considering the significant involvement of the Special Representative of the Secretary-General in the peace process, and the multiple roles and responsibilities of the Office, which include Head of Mission, Deputy Special Adviser to the Secretary-General, Head of the United Nations country team and Head of the security management team, additional support to ensure better coordination of the various activities that will be undertaken in support of the peace process will be required.

21. Given the increased workload of the Office of the Special Representative, as explained in paragraph 20 above, it is proposed that one post of Special Assistant/ Political Affairs Officer (P-3), as shown in table 2, be established to support the coordination of the responsibilities of the Office and ensure maximum synergies among the functions of the Special Representative of the Secretary-General.

22. At present, UNFICYP does not have dedicated staff to perform conduct and discipline functions. The Force relies on a focal point provided by UNIFIL to handle matters of conduct and discipline, as part of the regional cooperation initiatives. In order to ensure that conduct and discipline matters are accorded the attention that they require and to align the capacity of UNFICYP with that of other peacekeeping missions, it is proposed that one post of Conduct and Discipline Officer (P-3), as shown in table 2, be established to support the senior management team in ensuring the full compliance of UNFICYP with the United Nations zero-tolerance policy regarding sexual exploitation and abuse and all other forms of misconduct.

Component 1: political and civil affairs

23. Pursuant to its mandate, UNFICYP will continue to facilitate the resolution of various issues between the two communities. The Force will continue to promote

increased dialogue and cooperation through support for island-wide bicommunal activities, intercommunal interactions and other confidence-building measures, including the opening of additional crossing points through the buffer zone, as announced by the leaders of both communities in May 2015. In addition, UNFICYP will continue to contribute to efforts to further normalize the living conditions in the buffer zone, through improved mapping of civilian activity, including farming, hunting and construction. The Force will continue its efforts to prevent the unauthorized use of the buffer zone, by strengthening its mechanism and tools for monitoring incidents of non-compliance with the rules for access to and use of the buffer zone. Finally, UNFICYP will continue to provide humanitarian assistance to members of both communities as required.

24. In keeping with the integrated approach adopted by the Secretary-General regarding UNFICYP and his good offices, the Force will continue to assist the Special Representative of the Secretary-General/Head of Mission, as the principal adviser and deputy to the Special Adviser to the Secretary-General, in her efforts to support full-fledged negotiations between the Greek Cypriot and Turkish Cypriot leaders and their representatives. In that regard, the Office of the Special Representative will continue to coordinate transition planning in relation to the settlement in line with Security Council resolution 2263 (2016). UNFICYP will provide assistance to the Secretary-General's good offices mission in Cyprus, including on matters pertaining to political and peacekeeping questions, the facilitation of technical committees and the implementation of measures arising from the committees' deliberations aimed at improving everyday relations between the two communities. The Force will also provide political, public information, logistical and administrative support for the good offices. The Office of the Special Representative will continue to ensure appropriate coordination with the United Nations country team.

Expected accomplishments	*Indicators of achievement*
1.1 Improved relations between Greek Cypriot and Turkish Cypriot communities	1.1.1 Increase in the number of joint projects, social and cultural events, political and economic meetings and other related activities under UNFICYP facilitation that contribute to improved intercommunal relations (2014/15: 191; 2015/16: 300; 2016/17: 370)
	1.1.2 All incidents relating to civilian activities that may give rise to tension between the two sides are prevented or resolved through UNFICYP facilitation or direct action
	1.1.3 Increased public awareness of the Force's profile and its role in creating conditions to foster the political process

Outputs

- Regular facilitation of the negotiation process under the auspices of the Secretary-General's good offices mission in Cyprus, including the provision of confidence-building initiatives, increased facilitation of the activities of technical committees and increased support for the implementation of their decisions

- Weekly liaison with relevant authorities, political parties, civil society representatives and members of the Cypriot communities, United Nations agencies and programmes, donors and the diplomatic community, with a view to broadening and strengthening intercommunal contacts and joint activities to prevent or resolve issues, including those with legal implications, that could give rise to tensions, promote confidence and trust between the communities and improve productive intercommunal interactions
- Implementation of a public information and communications strategy as part of broader efforts to improve relations between the communities, promote the engagement of civil society in support of a comprehensive settlement and support the efforts of the good offices mission, including 360 media monitoring reports, 120 situation/media summaries, 4,600 media monitoring translations, 50 weekend bilingual media monitoring reports, 1,000 briefings and the organization of weekly press encounters and press statements of the Special Adviser and the Special Representative in connection with the leaders' meetings
- Planning, production and implementation of social media outputs, including 300 Facebook posts, 500 Twitter posts, 50 Flickr posts, 24 YouTube posts, 200 website updates and 4 overarching social media campaigns
- Public information support for 12 island-wide bicommunal outreach/media awareness events
- Strengthened ability to contribute to the narratives of the media of both communities and the international press with 300 background briefings, 50 media interviews, 50 media visits and the issuance of 30 press statements

Expected accomplishments	*Indicators of achievement*
1.2 Progress towards normal living conditions in the United Nations buffer zone and for Greek Cypriots and Maronites in the north and Turkish Cypriots in the south	1.2.1 Maintenance of authorized civilian projects in the buffer zone, including agricultural projects, commercial and residential construction, infrastructure repair and maintenance projects (2014/15: 68; 2015/16: 80; 2016/17: 85)
	1.2.2 Increase in authorized civilian activities in the buffer zone (2014/15: 1,944; 2015/16: 2,150; 2016/17: 2,200)
	1.2.3 All issues raised by the minority communities on both sides are resolved
	1.2.4 Enhance the mapping and compliance tools to monitor civilian activities and to document non-compliance incidents in the buffer zone

Outputs

- Consolidation of reports on activity in the buffer zone from various sources, including patrols to identify authorized and unauthorized activity, applications for farming, construction and other civilian activities, and joint visits by the three components of the Force. Weekly verification and analysis of this information in support the implementation of the UNFICYP mandate in the buffer zone
- Develop database to track the issuance of permits and facilitate the monitoring of non-compliance with the Force's procedures on civilian activities in the buffer zone
- Six meetings with relevant authorities to address housing, welfare, education, legal, employment and other issues affecting Turkish Cypriots in the south
- Daily meetings with local authorities and the civilian population to promote compliance with UNFICYP procedures on the civilian use of the buffer zone

- Daily interactions with the authorities on the resolution of educational, cultural, religious, legal and other issues affecting the communities on both sides
- Monthly visits to places of detention and observation of judicial proceedings to monitor the well-being and situation (including non-discrimination) of minority prisoners and detainees on both sides of the island and to provide escorts for family visits, as needed
- Facilitation, through liaison with relevant authorities and civil society groups on both sides, of the conduct of pilgrimages and other religious and cultural observances to sites on both sides and in the buffer zone, including the provision of escorts, as needed
- Provision of legal advice on issues relating to the implementation of the UNFICYP mandate and civilian activities in the buffer zone

External factors

Both sides will cooperate in creating conditions for improved relations; effective freedom of movement of all UNFICYP personnel

Table 3
Human resources: component 1, political and civil affairs

	International staff								
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Senior Adviser									
Approved posts 2015/16	–	1	2	–	1	4	–	–	4
Proposed posts 2016/17	–	1	2	–	1	4	–	–	4
Net change	–	–	–	–	–	–	–	–	–
Civil Affairs Section									
Approved posts 2015/16	–	–	2	1	1	4	10	–	14
Proposed posts 2016/17	–	–	3	1	1	5	12	–	17
Net change[b]	–	–	1	–	–	1	2	–	3
Public Information Section									
Approved posts 2015/16	–	–	1	1	–	2	3	–	5
Proposed posts 2016/17	–	–	1	2	–	3	3	–	6
Net change[c]	–	–	–	1	–	1	–	–	1
Subtotal, civilian staff									
Approved posts 2015/16	–	1	5	2	2	10	13	–	23
Proposed posts 2016/17	–	1	6	3	2	12	15	–	27
Net change	–	–	1	1	–	2	2	–	4

[a] Includes National Professional Officers and national General Service staff.
[b] See table 4.
[c] See table 5.

International staff: Increase of 2 international posts

National staff: Increase of 2 national posts

Civil Affairs Section

Table 4
Human resources: Intercommunal Unit

	Change	*Level*	*Functional title*	*Post action*	*Description*
Posts					
	+1	P-4	Civil Affairs Officer	Establishment	
	+2	NPO	Civil Affairs Officer		
Net change[a]	**+3**				

[a] See table 3.

25. The approved staffing establishment of the Civil Affairs Section consists of 14 posts (1 P-5, 1 P-4, 1 P-3, 1 Field Service, 2 National Professional Officer and 8 national General Service). The Civil Affairs Section focuses largely on the contribution of UNFICYP to the maintenance of law and order and a return to normal conditions, through the regulation of civilian activities in the buffer zone, the delivery of humanitarian assistance and the improvement of bicommunal relations. In the light of the changing environment, as outlined in paragraph 7 above, it is proposed that an Intercommunal Unit be established within the Civil Affairs Section. The Unit will be responsible mainly for the expected accomplishment of improving relations between the Greek Cypriot and Turkish Cypriot communities. The Unit will manage joint projects, events and activities between the sides in conjunction with the broader civil society in both communities and with all stakeholders. The Unit will be led by a Civil Affairs Officer (P-4), supported by four Civil Affairs Officers (National Professional Officer), inclusive of the proposed establishment of two National Professional Officer posts in addition to existing staffing levels.

26. Accordingly, it is proposed that one post of Civil Affairs Officer (P-4), as shown in table 4, be established to provide strategic direction to the Unit and be responsible for the coordination of its day-to-day activities. The incumbent will develop strategic cooperation with other partners, in particular the European Union, building on the presence of the European Union and its funding of projects aimed at the integration of the two communities. It is also proposed that two posts of Civil Affairs Officer (National Professional Officer), as shown in table 4, be established to support the efforts of UNFICYP to reach out to local communities and civil society representatives beyond Nicosia, where the presence of National Professional Officers has been successful.

Table 5
Human resources: Public Information Section

	Change	*Level*	*Functional title*	*Post action*	*Description*
Post					
	+1	P-2	Public Information Officer	Establishment	
Net change[a]	**+1**				

[a] See table 3.

27. The approved staffing establishment of the Public Information Section consists of five posts (1 P-5, 1 P-3 and 3 national General Service). The Section needs to adapt to the evolving political/civil society environment and respond to the increased demands for public information support, given the progress of the current peace talks as well as the increased bicommunal outreach activities and the facilitation of technical committees carried out by UNFICYP. The current resources of the Section are focused on providing reactive, demand-driven support and need to be strengthened to respond to the new needs outlined above. The Section needs to increase its capacity to provide the media of both communities and the international press with more information and positions through background briefings, media interviews, media visits and press statements, and to conduct audience research and opinion polling in support of the development of a communication strategy with regard to the peace talks. It also needs to capitalize on the new outreach opportunities being created as a result of the bicommunal civil affairs efforts, including the promotion of the engagement of civil society and other key stakeholders such as young people, women and religious and other groups.

28. Accordingly, it is proposed that one post of Public Information Officer (P-2), as shown in table 5, be established to help to develop and manage effective operational monitoring and evaluation tools and use them to develop communication plans that reach key target audiences in the two communities. The incumbent will also support the efforts to drive the media outreach programme of the Force and provide capacity to oversee the day-to-day technical output of the Section, including social media outputs, civil affairs and key stakeholder liaison, research and analysis with regard to media monitoring (print/TV/radio/social media) and the adaptation of print and online communications products in support of the mandate of the Force.

Component 2: military

29. The UNFICYP military component will continue to focus on activities that ensure that the buffer zone remains stable and that conditions conducive to achieving a comprehensive political settlement are created. The key priority will remain the prevention of any deterioration of the security situation, which could negatively affect the political process. In support of those objectives, the military component will continue to increase the number of regular military liaison meetings with the opposing forces at all levels, from the sector level to Force Commanders, resulting in further exchanges of information and improved ability to address issues that may be a source of disagreement or tension. The component will continue to carry out its tasks with regard to the maintenance of the ceasefire and the integrity

of the United Nations buffer zone through the continued implementation of the mobile patrolling concept. It will continue to attempt to reduce tensions between the opposing forces and apply equitably the rules governing access to and use of the buffer zone, while working to implement confidence-building measures in support of the settlement talks, such as the opening of new crossings, and mine action as agreed upon with the sides. The military component will continue to support the police and civil affairs components of the Force and the Secretary-General's good offices mission in Cyprus.

Expected accomplishments	*Indicators of achievement*
2.1 Maintenance of the ceasefire and the integrity of the United Nations buffer zone	2.1.1 Decrease in the number of ceasefire violations (2014/15: 234; 2015/16: 300; 2016/17: 250)

Outputs

- 75,796 mobile troop patrol days, comprising 70,200 troop patrol days (3 troops per patrol x 450 patrols per week x 52 weeks); 1,976 troop patrol days jointly with United Nations police (2 troops per patrol x 19 patrols per week x 52 weeks); 260 troop patrol days jointly with the Sector Civilian Activity Integrated Office (1 troop per patrol x 5 patrols per week x 52 weeks); and 3,360 troop air patrol days (4 troops per patrol x 70 patrols per month x 12 months)
- 5,720 military observer and liaison group mobile patrol days, comprising 1,560 patrol days in sector 1 (2 troops per patrol x 15 patrols per week x 52 weeks); 1,872 patrol days in sector 2 (2 troops per patrol x 18 patrols per week x 52 weeks); and 2,288 patrol days in sector 4 (2 troops per patrol x 22 patrols per week x 52 weeks)
- 10,220 operational/base duty troop days of United Nations installations in 6 camp areas, comprising 3,285 troop days in sector 1, Camp Saint Martin (5 troops per camp x 365 days) and Roca Camp (4 troops per camp x 365 days); 2,190 troop days in sector 2, Wolseley Barrack (6 troops per camp x 365 days); 1,825 troop days in sector 4, Camp General Stefanik (4 troops per camp x 365 days) and Camp Szent István (1 troop per camp x 365 days); and 2,920 troop days in the United Nations Protected Area (8 troops per camp x 365 days)
- 15,330 permanent observation post troop days (10 posts x 1 soldier per post x 3 shifts x 365 days and 2 posts x 2 soldiers per post x 3 shifts x 365 days)
- 365 daylight observation post troop days (1 post x 1 soldier per post x 365 days)
- 23,725 troop days to maintain the security of United Nations installations in 6 camp areas, comprising 2,920 troop days in sector 1, Camp Saint Martin and Roca Camp (2 troops per camp x 2 camps x 2 shifts x 365 days); 2,920 troop days in sector 2, Wolseley Barracks (8 troops per camp x 365 days); 4,380 troop days in sector 4, Camp General Stefanik and Camp Szent István (3 troops per camp x 2 camps x 2 shifts x 365 days); and 13,505 troop days in the United Nations Protected Area (37 troops per camp x 365 days)
- 1,320 air support and air patrol hours (110 flying hours per month x 12 months) covering the full length of the buffer zone
- 6,955 daily liaison contacts with opposing forces at all levels on buffer zone-related issues, comprising 1,456 contacts at the UNFICYP headquarters level (14 contacts per week x 52 weeks x 2 liaison officers) and 5,475 contacts at the sector level (15 contacts x 365 days)

- 52,560 troop platoon-size quick-reaction reserve days, comprising 17,520 sector reserve quick-reaction reserve days (16 troops per platoon x 3 sectors x 365 days) with 2 hours' notice to move; 9,855 quick-reaction reserve days (9 troops per platoon x 3 sectors x 365 days) with 30 minutes' notice to move; 18,250 Mobile Force Reserve quick-reaction reserve days (25 troops per platoon x 2 platoons x 365 days) with 2 hours' notice to move; 2,190 quick-reaction reserve days (3 troops x 2 sections x 365 days); 1,095 helicopter quick-reaction reserve days (3 troops x 1 helicopter x 365 days) with 30 minutes' notice to move; and 3,650 military police patrol days (2 Force military police per patrol x 5 patrols per day x 365 days)
- Daily monitoring of the buffer zone by closed-circuit television systems, target location systems, global positioning systems and night observation capability
- 3,858 troop support days, comprising 1,250 support days for United Nations agencies, funds and programmes, the good offices and other actors engaged in confidence-building, reconciliation and humanitarian matters, meetings of leaders and representatives of the two sides; 150 support days for official events; 508 troop support days for humanitarian resupply activities; and 1,950 troop support days for military assistance at community events, including pilgrim activities, commemorations, demonstrations and bicommunal meetings
- Clearance of 5 minefields and maintenance and monitoring of 11,592 m of minefield fencing at the 4 minefields in the buffer zone

External factors

Opposing forces will cooperate

Table 6
Human resources: component 2, military

Category										***Total***
I. Military contingents										
Approved 2015/16										**834**
Proposed 2016/17										**862**
Net change										**28**
	International staff									
II. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*Subtotal*	*National staff*[a]	*United Nations Volunteers*	*Total*
Office of the Force Commander									
Approved posts 2015/16	–	1	–	–	1	2	2	–	**4**
Proposed posts 2016/17	–	1	–	–	1	2	2	–	**4**
Net change	–	–	–	–	–	–	–	–	**–**
Total (I-II)									
Approved 2015/16	–	1	–	–	1	2	2	–	**838**
Proposed 2016/17	–	1	–	–	1	2	2	–	**866**
Net change	–	–	–	–	–	–	–	–	**28**

[a] Includes National Professional Officers and national General Service staff.

Component 3: United Nations police

30. The police component will continue to contribute to the maintenance of law and order in the buffer zone, with a focus on civilian activities and promoting trust between the two communities. Through enhanced patrolling activities and continued building of relationships with the respective police services, the United Nations police will continue to develop more effective anti-crime strategies and facilitate, as necessary, the investigation of crimes in the buffer zone. To that end, the United Nations police will continue to explore ways to promote cooperation between police services of both sides in relation to criminal activities affecting the two communities. Those efforts will also serve to reinforce the United Nations police support for the military and civilian components of UNFICYP and their activities. Furthermore, the United Nations police will continue to provide support for the Secretary-General's good offices mission in connection with the implementation of confidence-building measures, namely, the facilitation of the meetings of the Technical Committee on Crime and Criminal Matters and the provision of technical assistance to and oversight of the Joint Communications Room. The United Nations police will also continue to provide support for the operation of five crossing points, the number of which is expected to increase to seven in 2016.

Expected accomplishments	*Indicators of achievement*
3.1 Enhanced law enforcement in the United Nations buffer zone	3.1.1 Decrease in the number of serious incidents/violations as a result of increased preventive measures and cooperation with respective police services and other law enforcement agencies (2014/15: 177; 2015/16: 165; 2016/2017: 160)

Outputs

- 5,840 United Nations police patrol days (2 officers x 8 police teams x 365 days)
- 2,555 United Nations police days monitoring crossing points (1 officer x 7 crossing points x 365 days)
- 520 United Nations police days of humanitarian assistance to Greek Cypriots and Maronites in the north and Turkish Cypriots in the south (2 officers x 5 days per week x 52 weeks)
- 3,952 United Nations police days carrying out activities related to the regulation of civilian use of the United Nations buffer zone (7 police officers x 5 days per week x 52 weeks = 1,820, plus 41 police officers x 1 day per week x 52 weeks = 2,132)
- 312 United Nations police days of liaison with the respective police authorities and other law enforcement agencies (2 officers x 3 days of meetings per week x 52 weeks)
- 728 United Nations police days for the facilitation of escorts at the Limnitis/Yeşilırmak crossing point (2 police officers per day x 7 days per week x 52 weeks)
- 48 United Nations police days of technical assistance to the Technical Committee on Crime and Criminal Matters (1 officer x 1 day of meetings per week x 48 weeks)
- 260 United Nations police days of liaison and monitoring for the Joint Communications Room (1 police officer x 5 days per week x 52 weeks)

External factors
Police authorities of both sides will cooperate

Table 7
Human resources: component 3, United Nation police

Category									*Total*
I. United Nations police									
Approved 2015/16									69
Proposed 2016/17									69
Net change									–
	International staff								
II. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff[a]*	*United Nations Volunteers*	***Total***
Office of the Senior Police Adviser									
Approved posts 2015/16	–	–	1	–	–	1	1	–	2
Proposed posts 2016/17	–	–	1	–	–	1	1	–	2
Net change	–	–	–	–	–	–	–	–	–
Total (I-II)									
Approved 2015/16	–	–	1	–	–	1	1	–	71
Proposed 2016/17	–	–	1	–	–	1	1	–	71
Net change	–	–	–	–	–	–	–	–	–

[a] Includes National Professional Officers and national General Service staff.

Component 4: support

31. The support component will continue to provide effective and efficient logistical, administrative and security services in support of the implementation of the mandate of the Force through the delivery of related outputs, the implementation of service improvements and the realization of efficiency gains. Support will be provided to 888 military contingent personnel, 69 United Nations police officers and 158 civilian staff. The range of support will comprise all support services, including HIV/AIDS programmes, personnel administration, finance, health care, the upgrading of troop accommodation facilities, information and communications technology, air and surface transportation, and supply and resupply.

Expected accomplishments	*Indicators of achievement*
4.1 Effective and efficient logistical, administrative and security support to the mission	4.1.1 100 per cent physical verification of non-expendable mission assets by the end of the financial year (2014/15: 100 per cent; 2015/16: 100 per cent; 2016/17: 100 per cent)

4.1.2 100 per cent achievement within established benchmarks of property management key performance indicators (2014/15: 88.46 per cent; 2015/16: 100 per cent; 2016/17: 100 per cent)

4.1.3 Keeping the number of road traffic accidents to minimum levels (2014/15: 3.75 per month; 2015/16: 3 per month; 2016/17: 3 per month)

Outputs

Service improvements

- Increase the bandwidth of microwave communications to the sectors from 100 Mbps to 400 Mbps, which will result in lower latency and higher data transfer

Military, police and civilian personnel

- Emplacement, rotation and repatriation of an average strength of 888 military contingent personnel and 69 United Nations police officers
- Verification, monitoring and inspection of contingent-owned equipment and self-sustainment requirements for 836 military contingent personnel (excluding staff officers)
- Supply and storage of rations for 836 military contingent personnel (excluding staff officers) and combat ration packs and bottled water for 888 military contingent personnel (including staff officers) at 6 military positions
- Administration of up to 158 civilian staff, comprising 39 international staff and 119 national staff
- Implementation of a conduct and discipline and sexual exploitation and sexual abuse programme for all military, police and civilian personnel, including training, prevention, monitoring and recommendations on remedial action where misconduct has occurred
- Implementation of board of inquiry procedures in accordance with Department of Peacekeeping Operations/Department of Field Support guidelines

Facilities and infrastructure

- Maintenance and repair of 6 base locations, 12 patrol bases and observation posts and 8 United Nations police stations, including the completion of 3,500 yearly average service requests
- Sanitation services for 18 fully manned facilities, including sewage and garbage collection, disposal and recycling
- Operation and maintenance of 90 United Nations-owned generators mission-wide
- Operation and maintenance of 15 refrigerated containers and 12 walk-in freezers
- Maintenance and renovation of an average of 100 km of patrol track
- Maintenance of 17 helicopter landing sites
- Supply of 112,000 litres of fuel for generators and 106,500 litres of fuel for the heating process
- Conduct of quarterly campaigns to inform all end users of the continuous need to conserve energy and encourage end users to provide feedback for the improvement of conservation measures

Ground transportation

- Maintenance and operation of 304 vehicles, including 10 armoured vehicles, at Force headquarters (172 United Nations-owned, 32 contingent-owned and 100 rented vehicles)
- Ongoing road safety programme and driver assessments for all United Nations personnel
- Supply of 32,007 litres of petrol and 768,101 litres of diesel fuel

Air transportation

- Operation and maintenance of 3 helicopters (including 1 provided at no cost as a reserve to replace either of the 2 helicopters during maintenance and other periods of downtime)
- Supply of 233,800 litres of petrol, oil and lubricants for air operations

Communications

- Support and maintenance of 2 leased terrestrial lines providing secure and standard data communications to and from the mission, comprising 1 terrestrial leased line between Nicosia and Valencia, Spain, and 1 leased line between Cyprus and Camp Ziouani, Israel
- Support and maintenance of 5 broadband global area network satellite systems, 2 portable satellite systems, 10 telephone exchanges, 31 microwave links and 1 high-frequency and 17 ultra-high-frequency transmitters
- Support and maintenance of 13 solar power sites providing electrical power to Geospatial Information and Telecommunications Technologies Services sites
- Support and maintenance of the geospatial integration and dissemination system, which supplies accurate digital mapping access to mission components

Information technology

- Support and maintenance of the information technology network, including 10 servers, 125 thin clients, 258 desktops, 60 laptops, 64 printers and 32 digital senders in 25 locations
- Support and maintenance of the wireless local area network

Medical

- Operation and maintenance of 7 first aid stations and 6 level I medical facilities (2 contingent-owned medical centres and 4 United Nations-owned medical facilities)
- Maintenance of mission-wide land and air evacuation arrangements for all United Nations locations in Cyprus, comprising 7 external medical facilities in 4 locations
- In collaboration with the UNIFIL HIV/AIDS Unit, implementation of 2 HIV voluntary and confidential counselling and testing campaigns targeting all categories of Force personnel
- Implementation of social and behavioural change communication aimed at HIV prevention, including sensitization, peer education, information, education and communication materials for all Force personnel

Security

- Provision of weekly security advice to designated official/Head of Mission and Senior Management Group

- Up-to-date preparation and submission of key security documents, including the country-specific security plan, security risk assessments, incident reports, security updates and reviews, and country evacuation and reception security reports
- Coordination of close protection of senior staff of the Force and visiting high-level officials
- Conduct of biannual residential surveys for the designated official/Head of Mission and other staff members
- Induction security training and primary fire training/drills for all new mission staff
- Conduct of information sessions on security awareness and contingency plans for all mission personnel

External factors

Vendors/contractors/suppliers will be able to deliver goods and services as contracted

Table 8
Human resources: component 4, support

Category										**Total**
I. Military contingents										
Approved 2015/16										26
Proposed 2016/17										26
Net change										–
	International staff									
II. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	**Subtotal**	*National staff*[a]	*United Nations Volunteers*	**Total**
Security Section									
Approved posts 2015/16	–	–	1	–	1	2	3	–	5
Proposed posts 2016/17	–	–	1	–	1	2	3	–	5
Net change	–	–	–	–	–	–	–	–	–
Office of the Chief of Mission Support									
Approved posts 2015/16	–	1	–	–	1	2	2	–	4
Proposed posts 2016/17	–	1	1	–	1	3	5	–	8
Net change[b]	–	–	1	–	–	1	3	–	4
Property Management Unit									
Approved posts 2015/16	–	–	–	–	–	–	6	–	6
Proposed posts 2016/17	–	–	–	–	–	–	–	–	–
Net change[c]	–	–	–	–	–	–	(6)	–	(6)
Human Resources Management Section									
Approved posts 2015/16	–	–	1	–	–	1	5	–	6
Proposed posts 2016/17	–	–	1	–	–	1	5	–	6
Net change	–	–	–	–	–	–	–	–	–

Finance and Budget Section									
Approved posts 2015/16	–	–	1	–	–	1	10	–	11
Proposed posts 2016/17	–	–	1	–	–	1	10	–	11
Net change	–	–	–	–	–	–	–	–	–
Procurement Section									
Approved posts 2015/16	–	–	1	–	–	1	7	–	8
Proposed posts 2016/17	–	–	1	–	–	1	7	–	8
Net change	–	–	–	–	–	–	–	–	–
Geospatial Information and Telecommunications Technology Services									
Approved posts 2015/16	–	–	–	–	7	7	14	–	21
Proposed posts 2016/17	–	–	–	1	8	9	12	–	21
Net change[d]	–	–	–	1	1	2	(2)	–	–
Integrated Support Services									
Approved posts 2015/16	–	–	1	1	1	3	54	–	57
Proposed posts 2016/17	–	–	–	–	–	–	–	–	–
Net change[e]	–	–	(1)	(1)	(1)	(3)	(54)	–	(57)
Engineering and Facilities Management Section									
Approved posts 2015/16	–	–	–	–	–	–	–	–	–
Proposed posts 2016/17	–	–	–	1	–	1	20	–	21
Net change	–	–	–	1	–	1	20	–	21
Service Delivery Section									
Approved posts 2015/16	–	–	–	–	–	–	–	–	–
Proposed posts 2016/17	–	–	–	–	1	1	23	–	24
Net change	–	–	–	–	1	1	23	–	24
Supply Chain Management Section									
Approved posts 2015/16	–	–	–	–	–	–	–	–	–
Proposed posts 2016/17	–	–	–	–	–	–	16	–	16
Net change	–	–	–	–	–	–	16	–	16
Subtotal, civilian staff									
Approved posts 2015/16	–	1	5	1	10	17	101	–	118
Proposed posts 2016/17	–	1	5	2	11	19	101	–	120
Net change	–	–	–	1	1	2	–	–	2

Total (I-II)									
Approved 2015/16	–	1	5	1	10	17	101	–	144
Proposed 2016/17	–	1	5	2	11	19	101	–	146
Net change	–	–	–	1	1	2	–	–	2

[a] Includes National Professional Officers and national General Service staff.
[b] See tables 9 and 10.
[c] See table 11.
[d] See table 12.
[e] See table 14.

International staff: Increase of 2 international posts

Office of the Chief of Mission Support

Table 9
Human resources: Immediate Office of the Chief of Mission Support

	Change	*Level*	*Functional title*	*Post action*	*Description*
Posts					
	+1	NGS	Administrative Assistant	Redeployment	From Integrated Support Services
	+1	P-5	Deputy Chief of Mission Support	Reassignment	
Net change[a]	**+2**				

[a] See table 8.

Office of the Chief of Mission Support

Table 10
Human resources: Claims, Property Disposal and Sector Coordination Unit

	Change	*Level*	*Functional title*	*Post action*	*Description*
Posts					
	+1	NGS	Claims Assistant	Redeployment	From Property Management Unit
	+1	NGS	Sector Administrative Clerk	Reassignment	From Integrated Support Services
Net change[a]	**+2**				

[a] See table 8.

32. In the context of the restructuring of the Mission Support Division, as described in paragraph 12 above, it is proposed that one post of Deputy Chief of Mission Support (P-5), as shown in table 9, be reassigned (the incumbent, formerly Chief of Integrated Support Services, will become the Deputy Chief of Mission Support). In close collaboration with the Chief of Mission Support, the incumbent will oversee the Human Resources Section, the Finance and Budget Section, Geospatial Information and Telecommunications Technology Services, the Supply Chain Management Section, the Engineering and Facilities Management Section and the Service Delivery Section. In the same context, it is also proposed that one

post of Administrative Assistant (national General Service), as shown in table 9, be redeployed.

33. As part of the restructuring of the Mission Support Division, as described in paragraph 12 above, it is proposed that a Claims, Property Disposal and Sector Coordination Unit be created. The Unit will be part of the immediate Office of the Chief of Mission Support and will be tasked with improving the management of the assets of the Force, including the write-off and property disposal processes. Its proposed staffing will comprise two national General Service posts: one Claims Assistant and one Sector Administrative Clerk. In that context, it is proposed that one post of Claims Assistant (national General Service), as shown in table 10, be redeployed. It is also proposed that one post of Sector Adn.inistrative Clerk (national General Service), as shown in table 10, be reassigned to assist the incumbent of the post of Administrative Officer with administrative and logistics support for sector 4 military, police personnel and other substantive components.

Table 11
Human resources: Property Management Unit

	Change	*Level*	*Functional title*	*Post action*	*Description*
Posts					
	-1	NGS	Claims Assistant	Redeployment	To Claims, Property Disposal and Sector Coordination Unit
Subtotal	**-1**				
	-2	NGS	Property Control and Inventory Assistant	Redeployment	To Supply Chain Management Section
	-2	NGS	Receiving and Inspection Assistant	Redeployment	
	-1	NGS	Receiving and Inspection/Contingent-Owned Equipment Assistant	Redeployment	
Subtotal	**-5**				
Net change[a]	**-6**				

[a] See table 8.

34. The redeployment of the post of Claims Assistant (national General Service) is explained in paragraph 33 above. As part of the restructuring described in paragraph 12 above, the Property Management Unit will be integrated into the Supply Chain Management Section. In that regard, it is proposed that five national General Service posts (2 Property Control and Inventory Assistant, 2 Receiving and Inspection Assistant and 1 Receiving and Inspection/Contingent-Owned Equipment Assistant), as shown in table 11, be redeployed.

Table 12
Human resources: Geospatial Information and Telecommunications Technology Services

	Change	*Level*	*Functional title*	*Post action*	*Description*
Posts					
	+1	P-3	Geospatial Information Officer	Establishment	
	+1	FS	Geospatial Information Assistant	Establishment	
Subtotal	**+2**				
	-1	NGS	Warehousing Assistant	Redeployment	To Supply Chain Management
	-1	NGS	Warehousing Clerk	Redeployment	To Supply Chain Management
Subtotal	**-2**				
Net change[a]	**–**				

[a] See table 8.

35. To align the structure of UNFICYP with that of other peacekeeping missions, it is proposed that the Information and Communications Technology Section be renamed Geospatial Information and Telecommunications Technology Services. In addition to geographic information, the section will continue to be mandated to provide information and telecommunications technology solutions to the Force to enable it to carry out its mandate in an efficient and cost-effective manner. Currently, UNFICYP relies on the military for geographic information system capacity. Given the significant increase in civilian activities in the buffer zone with the opening of additional crossing points and demining in the buffer zone or as requested and agreed upon by the leaders of both communities, the geographic information system capacity of the Force needs to be strengthened.

36. Accordingly, it is proposed that two posts (1 Geospatial Information Officer (P-3) and 1 Geospatial Information Assistant (Field Service)), as shown in table 12, be established to strengthen the capacity of the Force to collect geographic information using digital imagery technology. The establishment of the two posts will give the Force the capacity to update information on the ground to provide an accurate overview of the status of the buffer zone from minefields to farming areas. The information collected will be correlated and presented quickly to inform the strategic decision-making process. In the context of the restructuring of the Mission Support Division, it is also proposed that two national General Service posts (1 Warehousing Assistant and 1 Warehousing Clerk), as shown in table 12, be redeployed.

Table 13
Human resources: Integrated Support Services

	Change	*Level*	*Functional title*	*Post action*	*Description*
Posts					
	-1	P-5	Chief, Integrated Support Services	Reassignment	To the Office of the Chief of Mission Support as Deputy Chief of Mission Support
Subtotal	**-1**				
	-1	NGS	Warehousing Clerk	Reassignment	To Claims, Property Disposal and Sector Coordination Unit as Sector Administrative Clerk
Subtotal	**-1**				
	-1	NGS	Administrative Assistant	Redeployment	To Office of the Chief of Mission Support
Subtotal	**-1**				
	-1	P-3	Chief Engineer	Redeployment	To Engineering and Facilities Management Section
	-1	NGS	Electrical Technician	Redeployment	
	-1	NGS	Health and Safety Assistant	Redeployment	
	-1	NGS	Drafting Assistant	Redeployment	
	-1	NGS	Administrative Assistant	Redeployment	
	-1	NGS	Foreman	Redeployment	
	-2	NGS	Maintenance Worker	Redeployment	
	-2	NGS	Electrician	Redeployment	
	-1	NGS	Generator Mechanic	Redeployment	
	-4	NGS	HVAC Technician	Redeployment	To Engineering and Facilities Management Section
	-2	NGS	Carpenter	Redeployment	
	-1	NGS	Plumber	Redeployment	
	-1	NGS	Mason	Redeployment	
	-1	NGS	Painter	Redeployment	
	-1	NGS	Maintenance Worker	Redeployment	
Subtotal	**-21**				

	Change	Level	Functional title	Post action	Description
	-1	FS	Chief Supply Officer	Redeployment	To Service Delivery Section
	-1	NGS	Inventory and Supply Assistant	Redeployment	
	-1	NGS	Inventory and Supply Clerk	Redeployment	
	-1	NGS	Inventory and Supply Assistant	Redeployment	
	-1	NGS	Supply Clerk	Redeployment	
	-1	NGS	Maintenance Worker	Redeployment	
	-1	NGS	Movement Control Assistant	Redeployment	
	-1	NGS	Senior Transport Assistant	Redeployment	
	-1	NGS	Administrative Assistant	Redeployment	
	-1	NGS	Dispatcher	Redeployment	
	-1	NGS	Maintenance and Repairs Supervisor	Redeployment	
	-2	NGS	Transport Assistant	Redeployment	
	-1	NGS	Inventory and Supply Assistant	Redeployment	
	-1	NGS	Aviation Clerk	Redeployment	
	-8	NGS	Driver	Redeployment	
	-1	NGS	Electrician	Redeployment	
Subtotal	**-24**				
	-1	NGS	Finance Assistant	Redeployment	To Supply Chain Management Section
	-1	NGS	Budget Assistant	Redeployment	
	-1	NGS	Transport Assistant	Redeployment	
	-2	NGS	Inventory and Supply Assistant	Redeployment	
	-1	NGS	Store Worker	Redeployment	
	-1	NGS	Warehouse Supervisor	Redeployment	
	-1	NGS	Administrative Assistant	Redeployment	
	-1	NGS	Supply Clerk	Redeployment	
Subtotal	**-9**				
Net change[a]	**-57**				

[a] See table 8.

37. As part of the restructuring described in paragraph 12 above, Integrated Support Services will be replaced with an Engineering and Facilities Management Section, a Service Delivery Section and a Supply Chain Management Section. In addition to aligning the organizational structure of UNFICYP with that of other peacekeeping missions, the proposed change with regard to Integrated Support Services will enable the Force to streamline its management oversight and ensure more effective and efficient delivery of services. The new structure will be more

adaptable to the changing environment on the ground and will strengthen the ability of the Force to support the implementation of its mandate.

38. The reassignment of the post of Chief of Integrated Support Services to the Office of the Chief of Mission Support is explained in paragraph 32 above. The reassignment of the post of Warehousing Clerk is explained in paragraph 33 above. The redeployment of the post of Administrative Assistant to the Office of the Chief of Mission Support is explained in paragraph 32 above.

39. In the context of the restructuring of the Mission Support Division, as explained in paragraph 12 above, it is proposed that 21 posts, as shown in table 13, be redeployed to the Engineering and Facilities Management Section. It is also proposed that 24 posts, as shown in table 13, be redeployed to the Service Delivery Section. Furthermore, it is proposed that 9 posts, as shown in table 13, be redeployed to the Supply Chain Management Section.

Engineering and Facilities Management Section

40. The Engineering and Facilities Management Section will be responsible for the construction, maintenance and repair of facilities, including patrol tracks and landing sites, as well as the management of utilities and environmental health and safety issues. In line with the restructuring of the Mission Support Division, the proposed staffing levels for the Section will be 21 posts (1 P-3 and 20 national General Service). The proposed redeployments to the Section are shown in table 13 and explained in paragraph 39 above.

Service Delivery Section

41. The Service Delivery Section will be responsible for handling rations, aviation services and ground transportation services. The section will be tasked with improving efficiency, responsiveness, effectiveness and client satisfaction in the area of service delivery. In line with the restructuring of the Mission Support Division, the proposed staffing levels for the Section will be 24 posts (1 Field Service and 23 national General Service). The proposed redeployments to the Section are shown in table 13 and explained in paragraph 39 above.

Supply Chain Management Section

42. The Supply Chain Management Section will be responsible for acquisition planning, the procurement of goods and integrated warehousing. The Section will help to optimize resources through enhanced supply planning, inventory management and optimized acquisition process. In line with the restructuring of the Mission Support Division, the proposed staffing level for the Section will be 16 national General Service posts. The proposed redeployments from the Property Management Unit (5 posts) are shown in table 11 and explained in paragraph 34 above. The proposed redeployments from Geospatial Information and Telecommunications Technology Services (2 posts) are shown in table 12 and explained in paragraph 36 above. The proposed redeployments from Integrated Support Services (9 posts) are shown in table 13 and explained in paragraph 39 above.

II. Financial resources

A. Overall

(Thousands of United States dollars; budget year is 1 July to 30 June)

Category	Expenditures (2014/15)	Apportionment (2015/16)	Cost estimates (2016/17)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
Military and police personnel					
Military observers	–	–	–	–	–
Military contingents	21 356.9	21 226.7	21 127.8	(98.9)	(0.5)
United Nations police	2 327.1	2 359.5	2 165.4	(194.1)	(8.2)
Formed police units	–	–	–	–	–
Subtotal	**23 684.0**	**23 586.2**	**23 293.2**	**(293.0)**	**(1.2)**
Civilian personnel					
International staff	5 939.3	5 558.8	5 932.6	373.8	6.7
National staff	7 863.1	7 417.5	7 775.4	357.9	4.8
United Nations Volunteers	–	–	–	–	–
General temporary assistance	170.4	192.0	192.0	–	–
Government-provided personnel	–	–	–	–	–
Subtotal	**13 972.8**	**13 168.3**	**13 900.0**	**731.7**	**5.6**
Operational costs					
Civilian electoral observers	–	–	–	–	–
Consultants	50.2	45.0	48.0	3.0	6.7
Official travel	275.5	276.0	283.0	7.0	2.5
Facilities and infrastructure	7 112.9	7 917.1	7 642.2	(274.9)	(3.5)
Ground transportation	2 486.0	2 313.0	2 721.3	408.3	17.7
Air transportation	2 642.5	2 572.7	2 670.5	97.8	3.8
Naval transportation	16.2	–	–	–	–
Communications	595.7	703.8	746.2	42.4	6.0
Information technology	1 329.7	966.6	1 018.5	51.9	5.4
Medical	447.5	361.7	491.4	129.7	35.9
Special equipment	–	–	–	–	–
Other supplies, services and equipment	581.5	628.1	2 678.0	2 049.9	326.4
Quick-impact projects	–	–	–	–	–
Subtotal	**15 537.7**	**15 784.0**	**18 299.1**	**2 515.1**	**15.9**
Gross requirements	**53 194.5**	**52 538.5**	**55 492.3**	**2 953.8**	**5.6**
Staff assessment income	2 236.0	2 091.8	2 283.4	191.6	9.2
Net requirements	**50 958.5**	**50 446.7**	**53 208.9**	**2 762.2**	**5.5**
Voluntary contributions in kind (budgeted)[a]	595.1	1 068.3	710.2	(358.1)	(33.5)
Total requirements	**53 789.6**	**53 606.8**	**56 202.5**	**2 595.7**	**4.8**

[a] Cost estimates for 2016/17 are inclusive of $710,200 from the Government of Cyprus.

B. Non-budgeted contributions

43. The estimated value of non-budgeted contributions for the period from 1 July 2016 to 30 June 2017 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-forces agreement[a]	917.2
Voluntary contributions in kind (non-budgeted)	–
Total	**917.2**

[a] Market value, as estimated by UNFICYP, of the cost of United Nations observation posts and office and accommodation facilities provided by the Government of Cyprus to UNFICYP at no cost for military contingents and United Nations police units, including the UNFICYP headquarters complex.

C. Efficiency gains

44. The cost estimates for the period from 1 July 2016 to 30 June 2017 take into account the following efficiency initiatives:

(Thousands of United States dollars)

Category	*Amount*	*Initiative*
Facilities and infrastructure	60.8	The installation of additional solar panels carried out during the 2014/15 period continues to enable the Mission to decrease the cost of fuel for heating the facilities
		The connection of two observation posts to the national electrical grid and the acquisition of fuel-efficient generators will decrease the consumption of fuel by generators
		The inclusion of maintenance services in the contract for a new closed-circuit television system as part of the after-sales service provided by the vendor will reduce the cost of the maintenance and repair of the system
Air transportation	5.0	Further improvement to fuel-testing procedures will reduce wastage of fuel for air operations
Total	**65.8**	

D. Vacancy factors

45. The cost estimates for the period from 1 July 2016 to 30 June 2017 take into account the following vacancy factors:

(Percentage)

Category	Actual 2014/15	Budgeted 2015/16	Projected 2016/17
Military and police personnel			
Military observers	–	–	–
Military contingents	0.2	1.0	1.0
United Nations police	7.2	3.0	10.0
Formed police units	–	–	–
Civilian personnel			
International staff	5.4	2.6	5.0
National staff			
National Professional Officers	0.9	0.0	10.0
National General Service staff	0.0	2.0	3.0

46. The proposed vacancy factors for military and police personnel take into account recent deployment patterns. The proposed vacancy factors for international and national staff, United Nations Volunteers and government-provided employees take into account current fiscal year-to-date average rates, historical incumbency patterns and proposed staffing changes.

E. Contingent-owned equipment: major equipment and self-sustainment

47. Requirements for the period from 1 July 2016 to 30 June 2017 are based on standard reimbursement rates for major equipment and self-sustainment, as follows:

(Thousands of United States dollars)

	Estimated amount		
Category	Military contingents	Formed police units	Total
Major equipment	1 238.1	–	1 238.1
Self-sustainment	189.0	–	189.0
Total	**1 427.1**	**–**	**1 427.1**

Mission factors	Percentage	Effective date	Last review date
A. Applicable to mission area			
Extreme environmental condition factor	–	–	–
Intensified operational condition factor	–	–	–
Hostile action/forced abandonment factor	–	–	–
B. Applicable to home country			
Incremental transportation factor	0.25-3.75		

F. Training

48. The estimated resource requirements for training for the period from 1 July 2016 to 30 June 2017 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	8.0
Official travel	
Official travel, training	82.0
Other supplies, services and equipment	
Training fees, supplies and services	31.2
Total	**121.2**

49. The number of participants planned for the period from 1 July 2016 to 30 June 2017, compared with previous periods, is as follows:

(Number of participants)

	International staff			*National staff*			*Military and police personnel*		
	Actual 2014/15	*Planned 2015/16*	*Proposed 2016/17*	*Actual 2014/15*	*Planned 2015/16*	*Proposed 2016/17*	*Actual 2014/15*	*Planned 2015/16*	*Proposed 2016/17*
Internal	2	–	3	22	7	18	–	–	–
External[a]	7	8	17	17	9	11	4	1	5
Total	**9**	**8**	**20**	**39**	**16**	**29**	**4**	**1**	**5**

[a] Includes United Nations Logistics Base at Brindisi, Italy, and outside the mission area.

50. The training programme for the 2016/17 period reflects the proposed requirements of $121,200, with emphasis placed on enhancing the technical skills of UNFICYP staff through internal and external training programmes. The training courses will cover the areas of administration, budget, finance, human resources management, information technology, law and order, leadership, organizational development, contract management, the protection of civilians, engineering, ground transportation, security and property management. The increase in the number of participants in terms of civilian staff and military personnel is attributable to the proposed increase in civilian staffing levels and the increase in troop strength, as well as the ongoing measures to strengthen the capacity of national staff.

G. Mine detection and mine-clearing services

51. The estimated resource requirements for mine detection and mine-clearing services for the period from 1 July 2016 to 30 June 2017 are as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Other supplies, services and equipment	
Mine detection and mine-clearing services	1 949.4

52. During the 2016/17 period, UNFICYP will extend the demining activities that began in the 2015/16 period, which will contribute to ongoing confidence-building measures and ultimately help achieve a mine-free Cyprus. The proposed budget for the 2016/17 period includes a provision of $1,949,400 for services that will be managed and supervised by the Mine Action Service and contracted through the United Nations Office for Project Services. The provision is consistent with the cost of contracts awarded through the United Nations competitive procurement processes with respect to similar activities. The provision includes costs for personnel, travel, contractual services and other operational costs. The programme will involve: (a) non-technical surveys of hazardous areas; (b) technical surveys of minefields requiring invasive techniques to determine the exact area and nature of the threat (subject to the results of the non-technical surveys); (c) the disposal of explosive ordnance devices; (d) the disposal of landmines and other explosive devices; and (e) the clearance of remnants of war where needed. It is anticipated that a minimum of five sites requiring mine action intervention will be addressed during the 2016/17 period.

III. Analysis of variances[1]

53. The standard terms applied with respect to the analysis of resource variances in this section are defined in annex I.B to the present report. The terminology used is the same as that used in previous reports.

	Variance	
Military contingents	**($98.9)**	**(0.5%)**

- **Cost parameters: implementation of General Assembly resolution 67/261 with regard to troop rotation**

54. The reduced requirements are attributable primarily to the decrease in the number of rotations of troops by approximately 50 per cent compared with the rotations provided for in the approved budget for the 2015/16 period, as a result of the change in the duration of rotation periods from 6 months to 12 months for military contingent personnel deployed after 1 January 2015, in accordance with General Assembly resolution 67/261. The reduced requirements are offset in part by: (a) the increase in the mission's authorized troop strength, approved by the Security Council in its resolution 2263 (2016), to 888 military personnel, compared with the 860 provided for in the approved budget for the 2015/16 period; and (b) the impact of the single rate of reimbursement of $1,365 for standard troop costs,

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

approved by the Assembly in its resolution 68/281, compared with the rate of $1,332 applied in the approved budget for the 2015/16 period.

	Variance	
United Nations police	($194.1)	(8.2%)

- **Management: reduced input and same output**

55. The reduced requirements are attributable primarily to the application of a vacancy factor of 10.0 per cent in the computation of costs for military subsistence allowance, travel on emplacement, rotation and repatriation, as well as rations, compared with the factor of 3.0 per cent applied in the approved budget for the 2015/16 period.

	Variance	
International staff	$373.8	6.7%

- **Management: increased input and output**

56. The increased requirements are attributable primarily to the proposed establishment of six new posts. The increased requirements are offset in part by a decrease in salary rates compared with the rates applied in the approved budget for the 2015/16 period, and the application of a vacancy factor of 5.0 per cent in the computation of international staff salary costs, compared with the factor of 2.6 per cent applied in the approved budget for the 2015/16 period.

	Variance	
National staff	$357.9	4.8%

- **Management: increased input and same output**

57. The increased requirements are attributable primarily to the proposed establishment of two new posts and the application of a higher average level/step of the salary scale, based on current incumbency, in the computation of national staff salary costs to reflect the significant proportion of long-serving staff, compared with the midpoint salary scale applied in the approved budget for the 2015/16 period. The increased requirements are offset in part by the application of vacancy factors of 10 per cent for National Professional Officers and 3 per cent for national General Service staff in the computation of national staff salary costs, compared with the factors of 0 and 2 per cent, respectively, applied in the approved budget for the 2015/16 period.

	Variance	
Facilities and infrastructure	($274.9)	(3.5%)

- **Management: reduced input and output**

58. The reduced requirements are attributable primarily to the lower cost of utilities and waste disposal services resulting from the lower price of electricity and the favourable terms of the current waste disposal services contract. The reduced requirements are offset in part by the proposed installation of additional solar

panels, which will enable the Force to produce up to 50 per cent of its electricity from renewable energy sources by 2020.

	Variance	
Ground transportation	**$408.3**	**17.7%**

- **Management: increased input and output**

59. The increased requirements are attributable primarily to the proposed acquisition of nine vehicles to replace those that have exceeded their useful life, and to the 60 per cent increase in rental costs for pick-up vehicles based on the new rental contract.

	Variance	
Communications	**$42.4**	**6.0%**

- **Management: increased input and output**

60. The increased requirements are attributable primarily to additional communication charges anticipated for the continued use of the Valencia leased line, which will no longer be cost-shared with UNIFIL effective 1 July 2016.

	Variance	
Information technology	**$51.9**	**5.4%**

- **Management: increased input and output**

61. The increased requirements are attributable primarily to the acquisition of information technology equipment to replace obsolete equipment and additional software licences commensurate with the proposed increase in staffing levels.

	Variance	
Medical	**$129.7**	**35.9%**

- **Management: increased input and output**

62. The increased requirements are attributable primarily to the increase in medical services anticipated with respect to military contingent personnel on the basis of historical expenditure patterns.

	Variance	
Other supplies, services and equipment	**$2 049.9**	**326.4%**

- **Management: increased input and output**

63. The increased requirements are attributable primarily to the increase in scope of the mine action programme to include the clearance of minefields in and near the buffer zone, as explained in paragraph 52 above.

IV. Actions to be taken by the General Assembly

64. **The actions to be taken by the General Assembly in connection with the financing of the United Nations Peacekeeping Force in Cyprus are:**

(a) Appropriation of the amount of $55,492,300 for the maintenance of the Force for the 12-month period from 1 July 2016 to 30 June 2017, including $24,236,300 to be funded through voluntary contributions from the Government of Cyprus ($17,736,300) and from the Government of Greece ($6,500,000);

(b) Assessment of the amount of $31,256,000, representing the balance of the appropriation in subparagraph (a) above at a monthly rate of $2,604,666 should the Security Council decide to continue the mandate of the Force.

V. Summary of follow-up action taken to implement the decisions and requests made by the General Assembly in its resolutions 69/307 and 69/296, including requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly

A. General Assembly

Cross-cutting issues

(Resolution 69/307)

Decision/request	*Action taken to implement decision/request*
Requests the Secretary-General to continue his efforts to reduce the overall environmental footprint of each peacekeeping mission, including by implementing environmentally friendly waste management and power generation systems, in full compliance with the relevant rules and regulations, including, but not limited to, the United Nations environmental and waste management policy and procedures (para. 28).	As part of the "Greening Initiative 2020/50: Alternative and Renewable Energy in Field Missions", which seeks to produce 50 per cent of the electricity supply for field missions from renewable sources by the year 2020, UNFICYP proposes to implement two solar panel projects (at Camp General Stefanik, Famagusta, and Blue Beret Camp, substation No. 1) during the 2016/17 period. It is anticipated that the project will take three years to complete, at a total estimated cost of $2.4 million.
Encourages the Secretary-General to utilize local materials, capacity and knowledge in the implementation of construction projects for peacekeeping operations, in compliance with the United Nations Procurement Manual (para. 31).	Local vendors will continue to be engaged with minor and medium-scale construction projects, which will result in the building of local capacity and contribute to the local economy.

Decision/request	*Action taken to implement decision/request*
Requests the Secretary-General to strengthen oversight and internal controls in the areas of procurement and asset management across peacekeeping missions, including by holding mission management accountable for checking stock levels before undertaking any acquisition activity in order to ensure compliance with established asset management policies, taking into account the current and future needs of the mission and the importance of the full implementation of the International Public Sector Accounting Standards (para. 33).	Managers are instructed to develop high-quality requisition plans as well as statements of work with clear evaluation criteria and benchmarks. With regard to asset management, the Force has developed a robust system that enables managers to review their stock levels against the recommended levels, thus keeping stock reserves at optimal levels and showing surpluses in the global inventory system for further distribution to other peacekeeping missions. Stock levels are monitored by utilizing the reports available to all units/sections and the monthly reports sent to all managers by the Property Management Unit.
Also requests the Secretary-General to present in his budget proposals a clear vision of the construction requirements for each mission, including, as appropriate, multi-year plans, and to continue his efforts to improve all aspects of project planning, including the assumptions underlying the formulation of such budgets, with due consideration of operational circumstances on the ground, and to closely monitor the execution of works to ensure their timely completion (para. 36).	UNFICYP has no major construction projects planned for the 2016/17 period. Projects to be undertaken are for the renovation and alteration of the existing infrastructure of the Force.
Recalls paragraphs 137 and 143 of the report of the Advisory Committee, welcomes the ongoing roll-out of the aviation information management system across all peacekeeping operations with aviation assets, and looks forward to further reporting on the improvements realized in air operations (para. 37).	The aviation information management system has been implemented at UNFICYP since November 2015. All flights are recorded in the system. The air operations are focused mainly on the patrolling and operational requirements of the Force and are not shared with other missions.
Requests the Secretary-General to ensure the availability of easily accessible reporting mechanisms for victims of sexual exploitation and sexual abuse (para. 51).	The regional conduct and discipline team at UNIFIL has been responsible for administering all conduct and discipline cases at the mission. In addition, the conduct and discipline function will be strengthened with the proposed establishment of a post of Conduct and Discipline Officer (P-3). The incumbent will continue to ensure the existence of easily accessible reporting mechanisms for victims of sexual exploitation and sexual abuse.
Requests the Secretary-General to make further efforts to ensure that all personnel are made fully aware of, and remain compliant with, their personal responsibilities regarding the Organization's policy of zero tolerance, upon their arrival in the mission and throughout their deployment (para. 54).	As stated above, UNFICYP conduct and discipline function will be strengthened through the proposed establishment of a post of Conduct and Discipline Officer with a view to aligning the capacity of the Force with other peacekeeping missions with regard to conduct and discipline and supporting the senior management team in ensuring the mission's full compliance with the United Nations zero-tolerance policy regarding sexual exploitation and abuse and all other forms of misconduct.

(Resolution 69/296)

Decision request	*Action taken to implement decision request*
Recognizes the ongoing fuel management and energy conservation initiatives undertaken by the Force, and requests the Secretary-General to continue his efforts in this regard (para. 9).	UNFICYP will continue its fuel management and energy conservation actions aimed at reducing its carbon footprint.

B. Advisory Committee on Administrative and Budgetary Questions

Cross-cutting issues

(A/69/839/Add.7 and Corr.1)

Request/recommendation	*Action taken to implement request/recommendation*
The Advisory Committee notes the findings of the cost-benefit analysis undertaken by the mission and recommends that the General Assembly request the Secretary-General to provide in the budget proposal for 2016/17 a cost-benefit analysis, including a timetable for a plan for phased acquisition of vehicles (para. 34).	The cost/benefit analysis undertaken for the UNFICYP budget report for the 2015/16 period remains valid. As a result of the analysis, it was concluded that acquiring vehicles and outsourcing their maintenance is cost-effective if vehicles are held for at least four years of service. As explained in paragraph 7 above, the context in which UNFICYP operates has changed considerably. As a result, the Force will re-evaluate the benefit of gradually replacing leased vehicles with United Nations-owned vehicles and establish a timetable in accordance with the mandate of the Force as extended by the Security Council in its resolution 2263 (2016).

Annex I

Definitions

A. Terminology related to proposed changes in human resources

The following terms have been applied with respect to proposed changes in human resources (see sect. I of the present report):

- **Post establishment:** a new post is proposed to be established when additional resources are necessary and when it is not possible to redeploy resources from other offices or otherwise accommodate specific activities from within existing resources.
- **Post reassignment:** an approved post that was intended to cover a certain function is proposed to implement other priority mandated activities unrelated to the original function. While a post reassignment may involve a change of location or office, it does not change the category or level of the post.
- **Post redeployment:** an approved post is proposed to be redeployed to cover comparable or related functions in another office.
- **Post reclassification:** an approved post is proposed to be reclassified (upgraded or downgraded) when the duties and responsibilities of the post have changed substantially.
- **Post abolishment:** an approved post is proposed to be abolished if it is no longer needed to implement the activities for which it was approved or to implement other priority mandated activities within the mission.
- **Post conversion:** three possible options for post conversion are as follows:
  - Conversion of general temporary assistance positions to posts: approved positions financed under general temporary assistance are proposed for conversion to posts if the functions being performed are of a continuing nature.
  - Conversion of individual contractors or individuals on procurement contracts to national staff posts: taking into account the continuing nature of certain functions, in line with section VIII, paragraph 11, of General Assembly resolution 59/296, individual contractors or individuals on procurement contracts are proposed for conversion to national staff posts.
  - Conversion of international staff posts to national staff posts: approved international staff posts are proposed for conversion to national staff posts.

B. Terminology related to variance analysis

Section III of the present report indicates the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

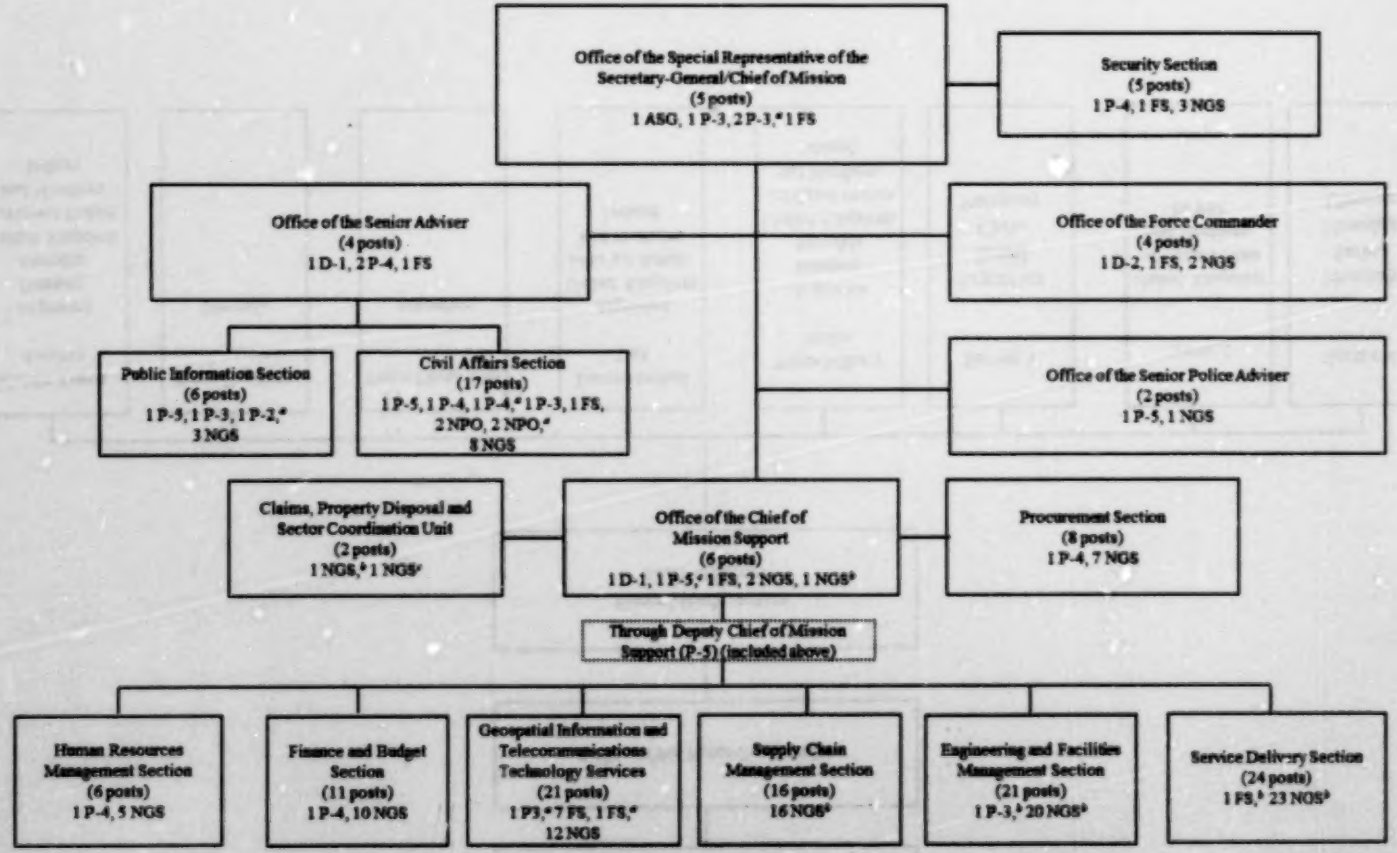
- **Mandate:** variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate

- **External:** variances caused by parties or situations external to the United Nations
- **Cost parameters:** variances caused by United Nations regulations, rules and policies
- **Management:** variances caused by management actions to achieve planned results more effectively (e.g., by reprioritizing or adding certain outputs) or efficiently (e.g., by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g., by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment)

Annex II

Organization charts

A. Substantive and administrative offices


Office of the Special Representative of the Secretary-General/Chief of Mission
(5 posts)
1 ASG, 1 P-3, 2 P-3,[a] 1 FS
Security Section
(5 posts)
1 P-4, 1 FS, 3 NGS
Office of the Senior Adviser
(4 posts)
1 D-1, 2 P-4, 1 FS
Office of the Force Commander
(4 posts)
1 D-2, 1 FS, 2 NGS
Public Information Section
(6 posts)
1 P-5, 1 P-3, 1 P-2,[a] 3 NGS
Civil Affairs Section
(17 posts)
1 P-5, 1 P-4, 1 P-4,[a] 1 P-3, 1 FS, 2 NPO, 2 NPO,[a] 8 NGS
Office of the Senior Police Adviser
(2 posts)
1 P-5, 1 NGS
Claims, Property Disposal and Sector Coordination Unit
(2 posts)
1 NGS,[b] 1 NGS[c]
Office of the Chief of Mission Support
(6 posts)
1 D-1, 1 P-5,[c] 1 FS, 2 NGS, 1 NGS[b]
Procurement Section
(8 posts)
1 P-4, 7 NGS
Through Deputy Chief of Mission Support (P-5) (included above)
Human Resources Management Section
(6 posts)
1 P-4, 5 NGS
Finance and Budget Section
(11 posts)
1 P-4, 10 NGS
Geospatial Information and Telecommunications Technology Services
(21 posts)
1 P3,[a] 7 FS, 1 FS,[a] 12 NGS
Supply Chain Management Section
(16 posts)
16 NGS[b]
Engineering and Facilities Management Section
(21 posts)
1 P-3,[b] 20 NGS[b]
Service Delivery Section
(24 posts)
1 FS,[b] 23 NGS[b]

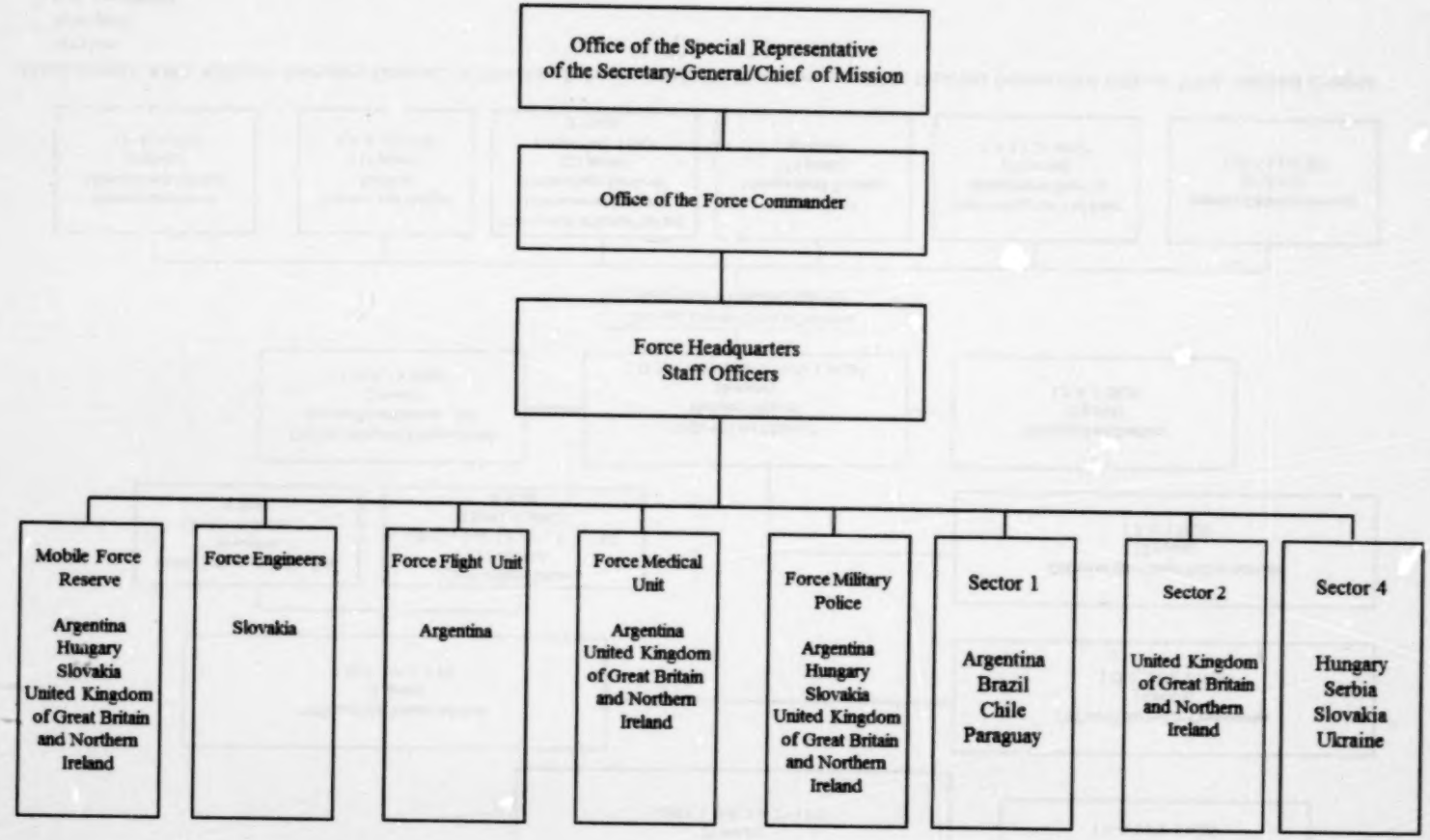
Abbreviations: ASG, Assistant Secretary-General; D, Director; P, Professional; FS, Field Service; NPO, National Professional Officer; NGS, national General Service.

[a] New post.

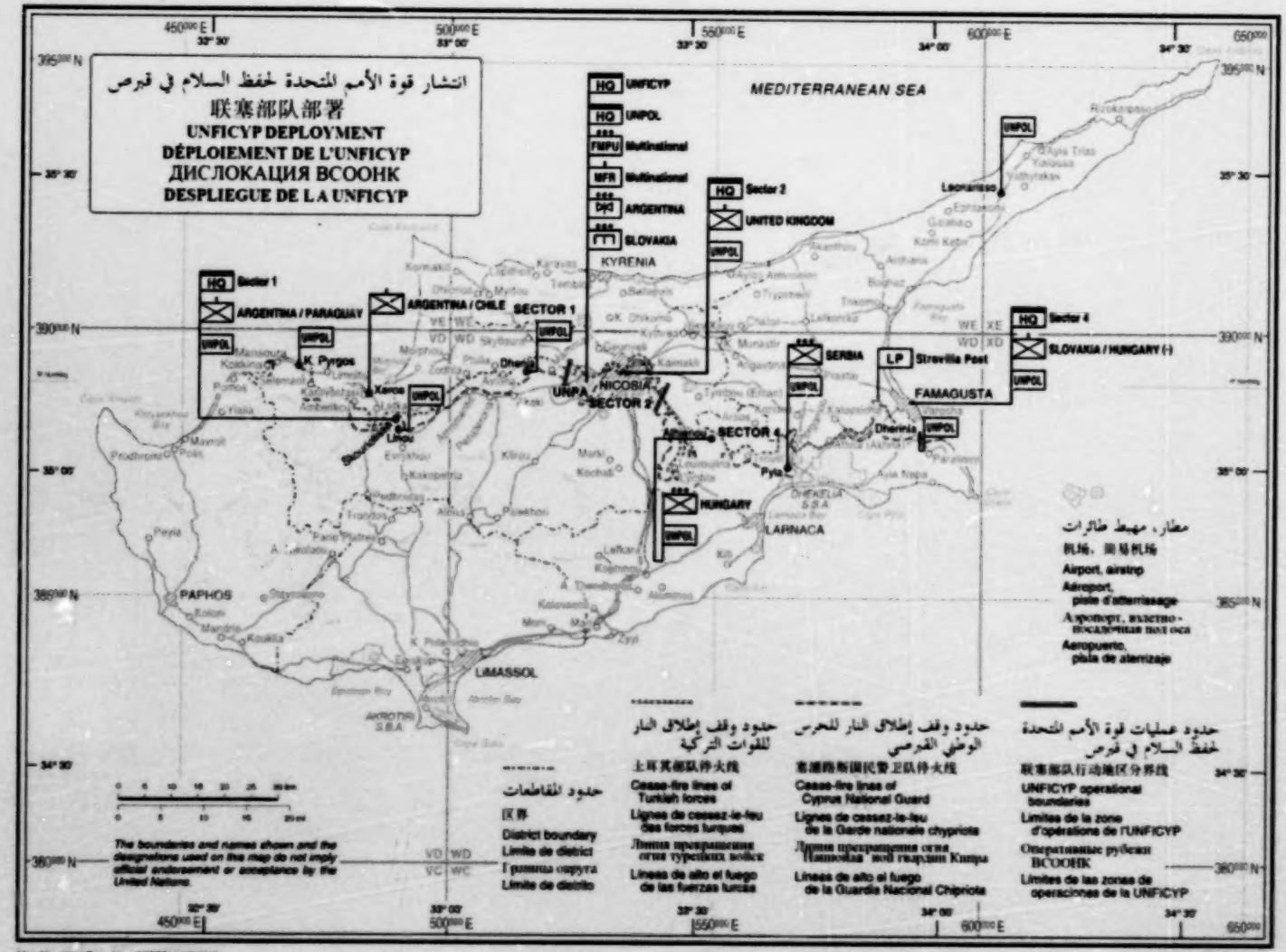
[b] Redeployment.

[c] Reassignment.

B. Military component



Map



Map No. 2999 Rev. 69 UNITED NATIONS
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Department of Field Support
Geospatial Information Section (formerly Cartographic Section)